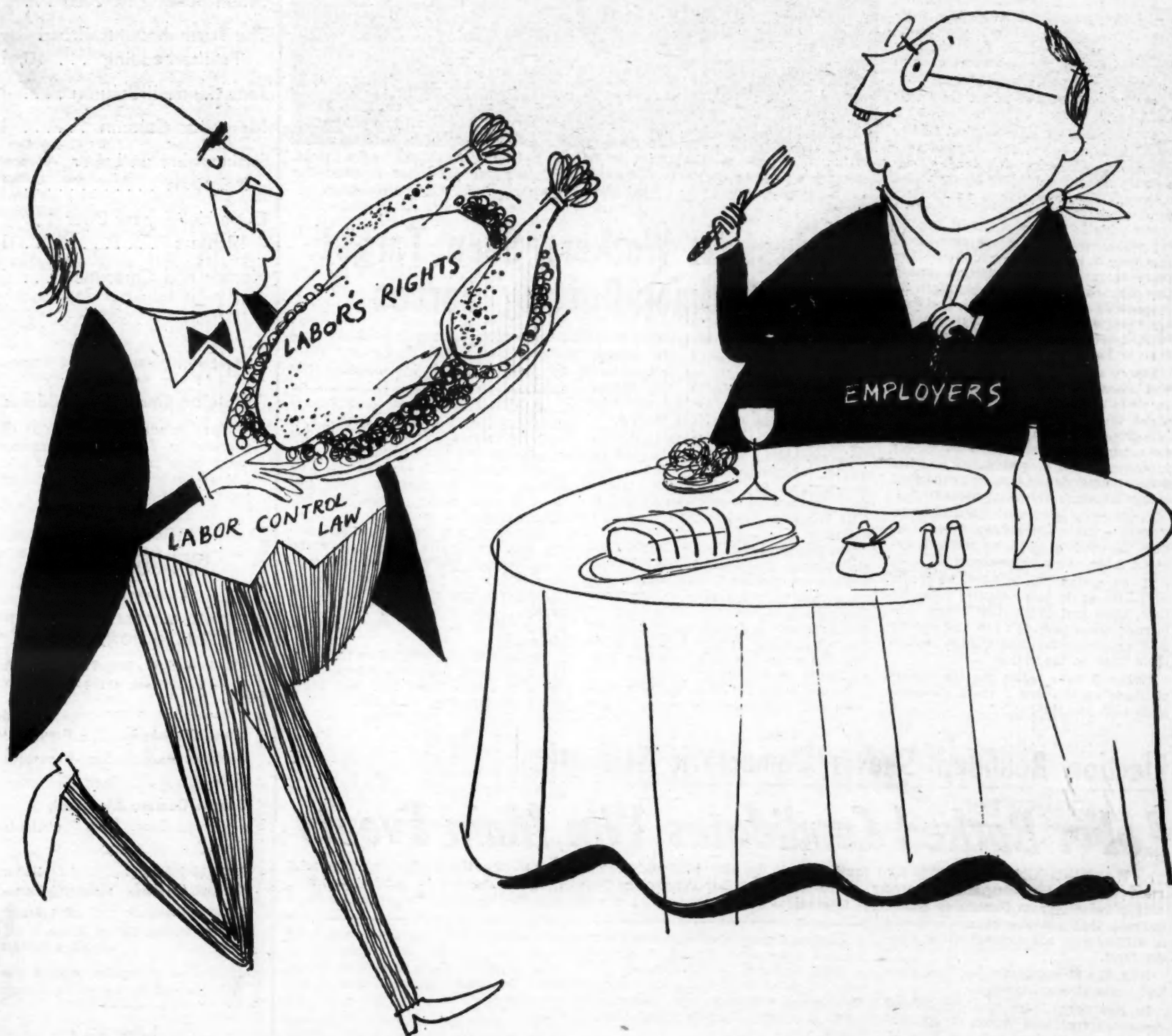




Thanksgiving, 1959



**1,800 at Post Cereals
In Battle Creek, Mich.
Win 11c Wage Hike**

— Page 6

**Railroad Workers Next
In Big Business
Gang Up Against Labor**

— Pages 9, 10, 11

Ike Weighs Meany Proposal for Labor-Management Peace Talks

WASHINGTON—AFL-CIO Pres. George Meany has urged Pres. Eisenhower to summon top union and industry leaders to a White House conference to "consider and develop guiding lines for just and harmonious labor-management relations." In reply, Eisenhower said he was instructing Labor Sec. James P. Mitchell to explore the proposal with the AFL-CIO president and with "representative" management officials.

The President noted that his Administration has "for some time . . . been discussing the need for labor-management communication outside the bargaining table."

The AFL-CIO president, in his letter to Eisenhower, cited three key reasons for considering that the need for a high-level meeting was "most urgent":

- The 116-day nationwide steel shutdown—now temporarily halted by a Taft-Hartley injunction against the Steelworkers—and the need for "reducing the likelihood of the recurrence of such prolonged and costly industrial strife."

- The "increasing Soviet economic challenge."

- The fact that some political leaders "are beginning to think in terms of government intervention" in collective bargaining, an approach which Meany called "basically fallacious and rather dangerous."

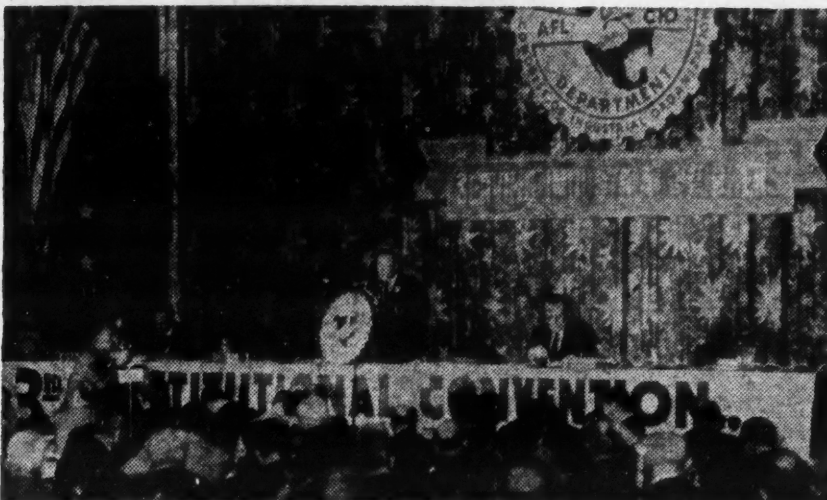
Referring to the use of a Taft-Hartley injunction to end the industry-forced shutdown in steel, Meany told Eisenhower there is "a growing realization among the American people that—especially in determined tests of strength between labor and management—the Taft-Hartley 'cooling-off' period is really nothing more than a 'heating up' period."

Meany called for "something different and more American, something voluntary," in order to "avert industrial strife which might go from the costly to the catastrophic." He said that his proposal for a top-level meeting would be "a step in the direction of substituting positive action for paralyzing anxiety in the field of our country's industrial relations."

In his reply, Eisenhower said that the Executive Branch has stressed for some time the need for improved relations between labor and management.

"I am asking Sec. Mitchell to confer with you as to your specific ideas on time, place and composition of the conference you suggest. We will also explore with representative management leaders their ideas on the subject."

"When I have before me the results of these explorations I shall communicate with you further."



PRES. WALTER P. REUTHER of the AFL-CIO Industrial Union Dept. charges a "conspiracy" by industry in a "massive offensive against the labor movement" in his opening address before IUD convention.

Industrial Workers Seen Target Of Union-Busting Forces

WASHINGTON—America's 7 million organized industrial workers must gird for fresh attacks in the legislative arena and at the bargaining table from anti-union forces "emboldened by their success" in enacting the punitive Landrum-Griffin Act, Walter P. Reuther, president of the AFL-CIO Industrial Union Dept., has warned.

In a report to the IUD's third constitutional convention in Washington's Hotel Statler, Reuther told some 400 delegates representing 68 international unions that reactionaries have selected industrial unions as their "major target for extinction."

The Landrum-Griffin Act, Reuther declared, was "intended to restrict and weaken organization." He described the measure as "a new subsidy for unscrupulous employers bent on exploitation of human labor," and warned its enactment was "an attempt to weld into the economy the near-sweatshop industries that still exist in the nation."

On the legislative front, the IUD president said, right-wing forces plan to use

Landrum-Griffin as the stepping stone to passage of national "right-to-work" laws "and are talking boldly about crippling our unions with anti-trust legislation."

The current attacks on collective bargaining, the IUD delegates were told "must be met on the political and legislative fronts."

"This involves far more than just getting our members to register, vote and give a buck to COPE, important though these things are," the report declared. "It involves careful explanation of the issues . . . If we want action, we have got to make it clear why action is necessary."

Representing the RWDSU at the meeting were Pres. Max Greenberg, Sec.-Treas. Al Heaps, Exec. Sec. Jack Paley, and Exec. Vice-Pres. Alex Bail.

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Note on Change of Address

When sending in a change of address to *The Record*, please make sure to include your old address as well as the new, and your local's number.

RWDSU RECORD

Published by the

RETAIL, WHOLESALE & DEPT.
STORE UNION, AFL-CIO

132 W. 43rd St., New York 36, N. Y.
Telephone: WI 7-9303

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Published biweekly, except the
first issue in January and August



Member publication, International
Labor Press Assn. The Record
receives the news release ser-
vices of the AFL-CIO News Ser-
vice, Press Associates-PAI and
the Cooperative Press Assn. of
Canada.

Subscription Price \$2.00 per year

Reentered as second class matter June 8,
1954, at the post office at New York, N.Y.,
under the Act of March 2, 1979.

Vol. 6, No. 22, Nov. 22, 1959



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rwdsu RECORD

Election Roundup Shows Democratic Strength

Labor-Backed Candidates Win Main Events

WASHINGTON (PAI)—The two main events in the 1959 off-year elections—the Kentucky gubernatorial race and the Philadelphia mayoralty—were won by labor-supported Democratic candidates in landslide votes. Other results from Boston to Salt Lake City showed no pronounced trends, but Democratic sweeps in Indiana indicate that the Republicans are still in difficulty in the normally GOP Middle West.

Both the Kentucky and Indiana races had national significance.

In Kentucky, Judge Bert Combs was elected governor and Wilson Wyatt lieutenant governor. They defeated John M. Robison, Jr. and his candidate for lieutenant governor by a record-breaking 143,455 vote margin. Combs and Wyatt were endorsed by the Kentucky State AFL-CIO.

The victory of Combs and Wyatt put to rest, probably for all time, the ambitions of Gov. A. B. (Happy) Chandler to become a resident of the White House. Chandler, although a Democrat, threw his support to Robison. It failed to help the former Republican congressman.

Former Governor and Senator Earl Clements, who supported Combs, said Robison was hurt by President Eisenhower's veto of the public works bill as well as by his identification with Secretary of Agriculture Ezra T. Benson.

In Philadelphia, Democratic Mayor

Richardson Dilworth, seeking re-election, crushed Republican Harold Stassen by a record-breaking 205,556 plurality. The vote was a major setback to Stassen's Presidential ambitions and made Dilworth a possible Vice-Presidential candidate.

In municipal elections in Indiana and Connecticut, the Democrats made gains but the Republicans offset these by victories in upstate New York. Democrats now control 24 out of 25 major cities in Indiana. Fort Wayne and Lafayette went Democratic in this election.

In the mayoralty election in Boston, listed as non partisan, John F. Collins was elected in an upset over John E. Powers, president of the State Senate. Powers had the backing of both Sen. John F. Kennedy and Rep. John McCormack. Both Collins and Powers are Democrats.

In San Francisco, Mayor Christopher was re-elected over labor-supported Russell L. Wolden. The election is non partisan, although Christopher is a Republican and Wolden is a Democrat.

In 49 mayoralty elections in New York, Republicans ousted Democrats in 10 cities, including Utica, Troy and Ithaca, while Democrats displaced Republicans in seven cities.

Republicans also counted a slight edge in the mayoralty elections in Ohio. Their chief prize was an upset victory of W. Ralston Westlake over Mayor M. E. Sensenbrenner in Columbus. A scandal involving the police department is believed to have been largely responsible.

In New Jersey, Democrats retained control of the state assembly but failed by one seat to oust Republicans from domination of the senate. This means that if Gov. Robert Meyner leaves the governorship his successor, the president of the state senate, will be a Republican.

A major setback to labor and liberal forces took place in Salt Lake City when former Utah Gov. J. Bracken Lee was elected mayor. Lee, who is associated with extremely reactionary groups, is opposed to the income tax and social legislation.

Steelworkers Will Go on Strike Again Unless 'Honorable Settlement' Is Made

NEW YORK (PAI) — The United Steelworkers have served notice that they will go on strike again unless "a fair and honorable settlement" is reached before the present 80-day injunction expires Jan. 27. In a bristling 5-page policy statement, the union's Wage Policy Committee declared that "the trail for a compromise settlement has been blazed by the union's agreements with Kaiser Steel Corporation and several other companies."

The Committee then served warning that the union will hold out for an agreement based on "the reasonable, fair and noninflationary Kaiser settlement."

The statement declared that the President's Taft-Hartley injunction "represents the loss of a fundamental democratic freedom—the right to strike—for half a million Americans," and charged that it was evident that the steel industry "never intended to bargain in good faith for a fair settlement."

In addition, the Wage Policy Committee charged that the injunction was thrust at the Steelworkers by the Government "just at the critical point when the long suffering endured by our members was beginning to be balanced by hardships felt by the industry."

Meanwhile President Eisenhower reconvened his fact-finding board chaired by George W. Taylor. Technically the Board is restricted to ascertaining the industry's "last offer" to be voted on by the Steelworkers 60 days after issuance of the injunction.

It was reliably reported, however, that the Board will renew its efforts meanwhile to get a settlement.

McDonald told the Industrial Union Dept. (AFL-CIO) convention that he "sincerely hoped" that settlements would be made with Big Steel before the expiration of the 80-day Taft-Hartley injunction period.

"If not," he declared, "I know that the Steelworkers will rise in mighty and righteous wrath and shut down the mills and keep them shut down until their just demands are met."

McDonald added that the Steelwork-

BLACK ARM BANDS are worn by four Steelworkers in Lackawanna, N. Y., as they listen to radio report that U. S. Supreme Court voted 8-1 to uphold Eisenhower Administration's use of Taft-Hartley injunction forcing 500,000 USWA members back to mills. Steelworkers are planning to resume walk-out Jan. 27 when injunction's 80-day period runs out, continuing fight to preserve hard-won gains.



ers would not permit management "to milk their last cent of profits out of the sweat and blood and burns of the workers."

Meany, in further demonstrating the AFL-CIO support for the strikers, has asked all AFL-CIO members to continue their one hour pay per month support for the strikers.

Noting that the injunction has forced the workers back, Meany sent letters to Federation affiliates saying that "the rest of the trade union movement can—and will—use this period to become prepared for the battle that seems certain to begin again when this injunction expires."

He said that it was essential that the Steelworkers have full assurance that there will be ample funds to feed, clothe and house their families.

"These collections will be continued until the hour that the strike is won," Meany said.

The crisis engendered by the Administration's court-approved back-to-work order was the focal point for the IUD's

convention where both Meany and IUD Pres. Walter P. Reuther warned that the assault on the Steelworkers was part of a war on labor threatening to engulf the nation's railroad workers next.

'Profits Above People'

The steel workers, Reuther charged, "are the victims of the brutal intervention of government by injunctive power because profits have been made superior to people in the system of values that our government currently is committed to advance."

Reuther reminded the delegates that, far from being an "isolated incident," the steel crisis is "part of a pattern which reflects beyond question the fact that American big business is carrying on a total struggle against the American working people."

He cited as examples the five-year-old Kohler strike; the use of Taft-Hartley's union-busting provisions to break the Rubber Workers strike at O'Sullivan Rubber Co.; the "brutal" use of state police and militia to crush the Textile Workers

of America in their strike against the Harriet-Henderson Cotton Mills in Henderson, N.C.; and the "hypocritical propaganda" being used by "the hucksters in Madison Avenue" laying the groundwork for an assault on the rail unions.

Meany attacked the White House use of the injunction compelling steel workers "to work when they don't want to work under the conditions offered" as proof of labor's 12-year-old claim that Taft-Hartley is a "slave labor law."

"How much slavery has got to be in a law before you put a label on it of slavery?" Meany asked to the accompaniment of lusty cheers. "If a law can compel one worker to work one hour against his will, in my book it is a slave labor law."

"How far is it from 80 days to 100 days, to 180 days, and to a law permanently telling a worker he has to work under conditions offered by his employer? This is an intolerable situation. This is a situation that is a threat not only to the American labor movement but to the American way of life."

Meany Asks All-Out Aid to Steelworkers

Following is the text of a letter sent by AFL-CIO Pres. George Meany to all officers of national and international unions, and state and city central bodies, urging a massive step-up of labor support for the Steelworkers to assure the union's ultimate triumph despite the court-approved 80-day injunction.

The federal court has enjoined the United Steelworkers of America from striking for the next 80 days under the provisions of the Taft-Hartley Act. This action has now been upheld by an 8-1 majority of the U. S. Supreme Court.

More than ever, the issue is now joined. More than ever, it is an issue, not just between the United Steelworkers of America and the steel industry, but between the American labor movement and the forces of reaction in big business.

More than ever, it is incumbent upon all of us to do our utmost in support of the United Steelworkers, not only for their sake but for our own.

Under the terms of the injunction, the workers must return to their jobs for a period of 80 days. In these 80 days the steel companies will be free to produce and to profit

under the terms existing prior to the strike. The Steelworkers have no choice but to obey the injunction during this 80-day period.

But the rest of the trade union movement can—and will—use this period to become prepared for the battle that seems certain to begin again the day this injunction expires.

Certainly it is obvious that the atmosphere of compulsion imposed by this injunction will not promote a settlement of the dispute between the parties. It is obvious that the steel industry has sought this means to break the spirit of the workers and thus compel them to accept the infamous demands that precipitated the strike.

We must make it clear beyond question, to the steel workers and to the nation, that free Americans will not be whipped by employers or injunctions.

We must make it clear beyond question that when the term of this oppressive injunction has expired, the American steel workers will be free once again to strike as before—with full assurance that they and their families will be fed, housed and clothed.

Therefore I call upon each and every one

of you to implement, fully and promptly, the unanimous resolution adopted by the AFL-CIO General Board on Sept. 18, 1959, which called upon every member of the united labor movement to contribute one hour's pay each month to the support of the steel workers' struggle, which is indeed the struggle of us all.

These collections will continue throughout the period of the injunction. They will continue in fact until the hour the strike is over.

The steel workers will need money if they are forced to strike again. It is up to us to make sure their strike is not broken through a lack of funds.

The use of the Taft-Hartley Act has made the need greater, not less. I trust every one of you will respond more swiftly and more generously than before.

I say to you from my heart that this fight exemplifies to the utmost in our generation the most honored precept of the union movement: "An injury to one is the concern of all."

Let us stand united in this struggle that may well decide the future of our movement and our nation.

Railroad Workers Rally To Defend Unions, Jobs

CHICAGO—Workers in the nation's greatest railroad center staged a full-scale rally here Nov. 5 to defend their unions and their jobs against an all-out management assault aimed at slashing pay and emasculating working rules.

AFL-CIO Pres. George Meany told them they can count on American labor's "complete support" if they are forced to strike to prevent management from "turning the clock back on the collective bargaining gains of the past half-century."

Meany linked the railroad industry's "high-powered propaganda campaign" to tactics of the steel industry and to an overall big business drive to take away from American workers any voice in determining their working conditions.

"Your fight is my fight and the fight of all American labor," Meany declared, pledging all possible "moral and material support" from the AFL-CIO.

George M. Harrison, president of the Railway Clerks and an AFL-CIO vice president, charged the rails with attempting to "brainwash the jury" with the help of "the soap salesmen of Madison Avenue" and to "subvert the intent of the Railway Labor Act." He warned that demands submitted by the carriers would "uproot rail workers from their homes" and make "ghost towns" of hundreds of railroad communities.

Chairman G. E. Leighty of the Railway Labor Executives Assn., which called the protest rally, cited the long tradition of responsibility and dedication to the public interest of the rail brotherhoods and charged management with sacrificing the public interest by "preparing with strike insurance to battle its workers."

U. S. Sen. Wayne Morse (D-Ore.) declared that industry's propaganda campaign is "as rigged and intellectually dishonest as some of the TV quiz shows" and warned that "the anti-labor drive of the National Assn. Manufacturers and the Chamber of Commerce can be met only by unity in the ranks of American labor."

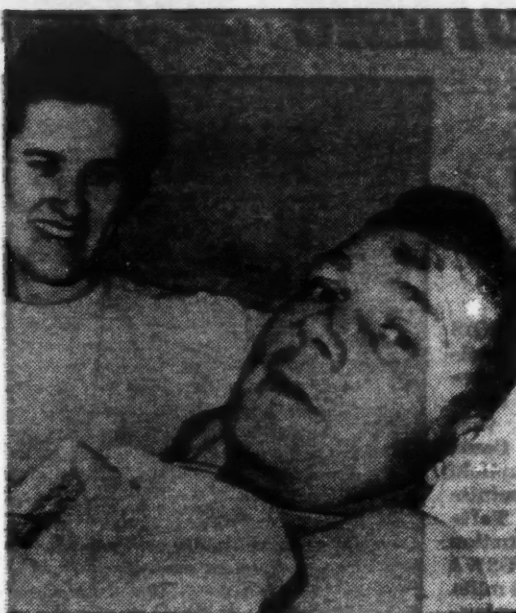
The 3,500 railroad workers from the shops, yards and terminals filled the auditorium to capacity despite a driving rainstorm. They paraded through the aisles with their signs and joined Rubber Workers Educational Dir. Joe Glazer in lustily singing trade union songs. Chief executives of a score of rail unions were on the platform.

Harrison ripped into the industry's featherbedding arguments, pointed out that the average hourly wage for more than 600,000 non-operating craftsmen is only \$2.50 and for the train crews only \$2.65, out of which must come all living expenses during out-of-town layovers.

He accused the railroads of being afraid to present their case on the basis of the facts to a presidential Emergency Board without first undertaking a propaganda campaign "to brainwash the public, among which would be picked the members of the emergency board."

Twin Cities Transit Strike

MINNEAPOLIS, Minn. (PAI)—For the first time in 25 years this city and neighboring St. Paul were without public transportation as Transit Employees Division 1005 went on strike. The walkout followed all but unanimous rejection by the local of a company offer of a three-cents-an-hour raise in each of the two years of a two-year contract.



LONE SURVIVOR of crash of Piedmont airliner which claimed 26 lives was a union leader. Machinist's Rep. Ernest P. Bradley, 33, gets happy smile from his wife in hospital. Bradley sustained dislocated hip, cuts and bruises in crash, spent nearly 40 hours alone amid wreckage before rescue crews reached crash scene in mountainous section of Virginia.

Parker Pen Chief Seeks More Anti-Union Laws

MADISON, Wis. (PAI)—The president of the Parker Pen Co. is spearheading a new drive of the National Association of Manufacturers for more legislation to shackle the trade union movement.

Bruce M. Jeffris, Parker president, is chairman of the NAM's United Business Committee. Writing on the firm's stationery, he said he was heartened by the passage of the Landrum-Griffin Bill but asked for donations to finance "the important work ahead."

Enclosed in the letter to business enterprises were blanks asking for \$25, \$50, \$100 or more.

In his letter, Jeffris declared:

"Yes, we have won a battle. We have shaken the entrenched and unwholesome power which has rested too long in the hands of individual union czars. But, we must strive to reduce or equalize the excessive power in the leadership of some of our unions, to place unions under anti-trust laws, provide for secret strike ballots, regulate union political activities, curb compulsory unionism, and eliminate the wasteful featherbedding practices that militate against national economic well-being."

Jeffris says that in the passage of the Landrum-Griffin Bill the NAM "finally won a major battle," but now, he adds, "it's increasingly apparent that much more needs to be done."

Corporation Profits Again Climb to Record Heights

WASHINGTON—Corporate profits continued their climb to new record heights in July, August and September. Excluding the shutdown steel industry and the steel-affected railroads, the Wall Street Journal reports that corporate profits for the third quarter of the year were up 21.1 percent over the same period a year ago.

In the July-September period a year ago, industry and business were accelerated and pulling out of the recession in earnest and production and profits zoomed. The 21.1 percent increases over that period is indicative of the sharp rise.

In the second quarter of 1959 profits rose 75 percent over the same period in 1958, but in that period a year ago the recession was still an important factor.

The Journal reports that 286 companies reporting profits showed an overall increase of only three-tenths of 1 percent for the quarter over the preceding year, but this figure includes a steel loss and an over 50 percent drop in profits in railroading, adversely affected by the industry-forced steel strike.

The Journal notes that the "steel strike . . . sharply slowed the upward rush of corporate profits in 1959's third quarter (and) could halt it in the current three months—even if the strike ends in the next few days."

During the first six months of 1959, the Journal reports, profits were running at an annual rate of \$49.5 billion.

The President's Council of Economic Advisers, reports that profits for the first quarter ran at annual rate, seasonally adjusted, of \$46.5 billion and for the second quarter at a rate of \$52.6 billion. The previous high for corporate profits was set in 1955 when the figure reached \$44.7 billion before taxes.

The only other sectors that showed a decline from a year ago in the third quarter were metals and mining where a copper strike has been in effect, and office equipment. All other areas—with the previously noted exception of steel and railroads—showed gains.

Autos and equipment were up profit-wise 23.2 percent over the third quarter of 1958; building materials 33.1 percent; chemicals, 24 percent; drugs, 24 percent; electrical equipment, 26.2 percent; finance companies, 10.6 percent; food products, 10 percent; oil, 5.9 percent; pulp and paper, 20.1 percent; radio and televisions, 17.4 percent; textiles, 115.4 percent; tobacco, 7.6 percent; tools and machinery, 39.5 percent; other industrials, 13.1 percent; utilities, 8.4 percent.

Loggers End Picketing

ST. JOHN'S, Newfoundland (PAI)—Last remaining picket lines of the International Woodworkers are being withdrawn as the fight against reactionary, anti-labor legislation in the province shifted from the strike front to the organizational and legislative fronts.

Newfoundland loggers, loyal to their union, have gone to their convention in Toronto expressing determination that they will "not rest until democracy is restored in Newfoundland and until the loggers win their struggle for recognition."

At the same time organization efforts throughout the logging regions are being continued in the fight to overcome the legal handicaps imposed by the Smallwood Government which outlawed the IWA.

Mitchell 'Eats His Hat'—and Jobless Picture Worsens

WASHINGTON (PAI)—Just as he had promised last spring, Secretary of Labor James P. Mitchell ate his "hat" on the steps of the Labor Department because unemployment was more than 3,000,000 during October.

It wasn't his real hat—it was a mocha cake baked to look like a hat—but he did make the gesture and the nation's press gave it a good play.

But what basically concerned organized labor was not Mitchell's gesture but his alibi—his claim that the reason he lost his bet that October joblessness would drop below 3,000,000 was all because of the steel strike—"not because of any weakness in our economy."

Labor economists just don't accept this. They are perfectly willing to concede that the steel strike and steel-connected unemployment contributed to October's unemployment of 3,272,000, but they reject Mitchell's optimism about the economy. And they cite statistics to show that even taking the steel strike into account, today's American economy is still a "reces-

sion" economy so far as millions of American workers are concerned.

Here is the job picture as revealed in October figures:

• October unemployment—at 3,272,000—was actually higher than during September. It should have dropped about 200,000 from last month's 3,230,000. Except for last year, October unemployment was the highest for the month since the recession of 1949.

• Mitchell declared that steel-connected unemployment was about 300,000 during mid-October and by early November had reached 500,000. If it hadn't been for this, he claimed, unemployment would have been "well below 3,000,000" and he wouldn't have had to eat his hat.

• Labor economists sharply question this logic. They point out that the seasonally adjusted unemployment rate for October was 6 percent as compared with 5.6 percent in September and that even with steel-connected unemployment ruled out, the rate would have been well over 5 percent—"a recession rate by

any standard," as one labor economist put it.

• Payroll employment statistics for October showed a drop in employment during October in every non-agricultural category except trade and government. Many of these categories were only remotely affected by the steel strike.

• Average hourly earnings dipped slightly to \$2.21. Average weekly earnings dropped by 41 cents to \$89.08 while the number of full-time workers whose hours were cut to below 35 a week because of economic reasons was 1,000,000, only slightly higher than before the steel strike.

An analysis made for Press Associates by one AFL-CIO economist showed that the unemployment rate dropped steadily between April 1958 when the 1957-'58 recession ended until April of 1959. Since then it has become stabilized at a rate above 5 percent.

If this continues into the winter months, it will mean that unemployment will once again climb into the 4,000,000 figure as it did last year, more than a year after the 1957-'58 recession is supposed to have ended.



\$10,500 WORTH OF CHECKS for charities were presented by RWDSU Retail Shoe Employees Local 287 and 1268 to New York City Council Pres. Abe Stark, seated center, in his City Hall office. Flanking him, left, is '1268' Mgr. Joseph Binenbaum; right, '287' Mgr. Samuel Lowenthal. Standing, l. to r.: Charles Cooper of '1268', Business Rep. Samuel Ringle, '287' Pres. Joseph Berner, '1268' Business Rep. Irving Tuckman and '287' Ass't Business Mgr. Jack Maltz. Contributions of the two retail shoe locals represented proceeds of annual dance.

800 at Foster-Grant Win Wage, Welfare Plan Gains

LEOMINSTER, Mass.—In a new contract negotiated by RWDSU Local 60 with the Foster-Grant plastics products plants located in this city and Manchester, the 800 employees gained wage increases of 5 to 10 cents an hour and important welfare benefits, it was reported by RWDSU New England Director Thomas J. Leone.

Under terms of the agreement, which will cover a one-year period, piece-workers get an increase of 5 cents per hour, while all hourly-rated employees get boosts of 7 cents. The employees in the company's Petro Chemical Division will receive an increase of 10 cents per hour.

Company payments to the pension plan for each employee were raised from \$1.25 a month per year of service to \$1.50. All workers retired under the pension plan, and their spouses, will have Blue Cross and Blue Shield coverage for life, according to the new contract.

Other gains were made in the vacation plan, in the top rates paid within the plants' individual departments, and in working conditions in general.

On the union's negotiating committee, representing the Leominster plant, were: Pres. Rocco Messina, Vice-Pres. Gloria Allridge, Sec.-Treas. Ralph DeCarolis,

Rec. Sec. Helen Hathorne, and Stewards Alcide St. Germaine, Livi Gentile, Helen Zuchowski, Rose Hutton, Della Clement, Madeline Lamarche, Ruth Marshall, Ronald Tozer, Lucien Grenache, Alvin Crawford, Beatrice Marrone, Joseph Raffles, Morris Hindle, Keith LaPrade, Steve Wiles, C. Arthur King, Rodney Wright, and Joseph DiRusso.

Representing the Manchester plant on the committee were: Edith Page, Leo Grenon, Arthur Normandin, Marcel Deslauriers, John English, Dorothy Maturo, Albert Cormier, Robert Nolet, Tim Aucoin, Simone Beaudet, and Rene Chauvette.

The negotiating committee was assisted by Leone and Rep. John Flandaca.

'338' Reports Gains In New Contracts

NEW YORK CITY—Most of its contracts with chain and independent food stores in Brooklyn have been renewed by Local 338, Food Store Employees Union, it was reported by Pres. Julius Sum.

The contracts provide \$10 wage increases over a three-year period. The welfare plan is also to be improved in this period, with employer contributions rising in the third year from weekly sums of \$2 per employee per week to \$12 a month.

Sum gave reports on the union's retirement and health and welfare plans and their operations. He credited fellow officers and section leaders for the continuing progress of the union and added: "Now is the time when we must keep our ranks strong—in the face of the new restrictive labor law."

Sec.-Treas. Meyer Winokur, recalling the union's early fights to win conditions members enjoy today, said that it is facing new struggles just to maintain those gains.

State AFL-CIO Demands Hospital Workers Receive Equal Rights Under Law

BUFFALO, N.Y.—One of the top-priority 1960 legislative objectives of the State AFL-CIO is the extension of protection under the State's social laws and the State Labor Law for hospital workers and other employees of non-profit organizations. A resolution adopted at the three-day convention of the two-million-member merged labor body in the Buffalo Memorial Auditorium urged changes in the law to win such coverage for some 180,000 workers in the state, 115,000 of them employees of voluntary hospitals who are now denied unemployment insurance, disability benefits, and the unionization rights enjoyed by other workers.

In discussing the resolution on the floor of the convention Nov. 18, RWDSU Local 1199 Vice-Pres. Bill Taylor recalled that the need for this protection was dramatically demonstrated in the historic New York City hospital strike conducted by '1199' last summer.

Taylor said that the plight of the strikers was made more acute without the protection of unemployment insurance, disability benefits and the provision of the labor law requiring employers to bargain with unions chosen by their employees.

Improvements were also urged at the convention in the benefit and coverage provisions of the Unemployment Insurance and Workmen's Compensation laws.

As read by Raymond R. Corbett, Legislative Chairman of the State AFL-CIO, the convention report asked for improvements including "the automatic adjustment of maximum benefit rates, elimination of waiting periods, coverage of all workers, including those employed by non-profit organizations, and a system of hospitalization benefits for the non-occupationally disabled."

Ask \$1.50 Minimum

Another convention resolution urged the complete revision of the state's Minimum Wage Law, including a statewide minimum wage of \$1.50 an hour.

Some 1,500 delegates attended the convention. Nearly 100 leaders of RWDSU locals in New York City and upstate formed one of the largest contingents.

Guest speakers at the convention included Governor Nelson Rockefeller and U. S. Senator Jacob Javits.

Big Wage Boosts At Nat'l Biscuit Bread Bakery

BOSTON, Mass.—Pay increases ranging up to 31½ cents an hour for the employees of the National Biscuit Bread Bakery were won in a renewal of the plant's contract with RWDSU Local 411, it was reported by New England Joint Board Pres. Joseph H. Honan.

The new three-year pact retains all of the former fringe benefits, plus improved working conditions and a general wage boost for production workers, maintenance and garage employees, transport drivers and salesmen. Production, maintenance and garage workers receive an increase of 24½ cents, transport drivers, 31½ cents, and the salesmen an increase of 1½% in commission.

These boosts will be reflected in first-year raises of \$3.60 a week for all employees working inside the plant; an average of \$4.50 a week more for salesmen, and \$5.25 for transport drivers. All salesmen now carrying bakery products to other route salesmen or to peddlers will now receive another 1% commission for such products carried.

Three weeks vacation will now be given to employees with eight continuous years of service. And vacations for inside-the-plant workers may now be taken throughout the year.

The union was represented by NEJB Rep. Frank J. Dumas, assisted by '411' Pres. Elzor Hunt, Sec.-Treas. Ernest Delorme. Inside Steward Hubert Pratt, and Howard Miles, former local president. Joseph Fisher and Paul Bartsch represented the outside-the-plant workers.

NLRB Okays Picketing of Phila. Store

PHILADELPHIA, Pa.—The green light to continue its nine-months-long picketing of Chandler's shoe store here was given to RWDSU Local 76 by the regional office of the National Labor Relations Board in an extraordinary decision last month. The pose was to get immediate union recognition, which would have been in violation of the Taft-Hartley law.

Dismissing the company's charge, the NLRB trial examiner found that the union had not made a request for such recognition or for a contract during the long period of picketing, but was seeking only to organize the store's ten employees. The examiner pointed out that Local 76 had not claimed to be the representative of the store's employees in meetings with the management, as charged.

"We intend to maintain our picket lines at Chandler's for a long, long time," said '76' Pres. Al Brown, expressing his satisfaction at the NLRB decision. He emphasized that the present picketing, which began in March, 1959, has been carried on at all times by rank-and-file members of Local 76. "It's their co-operation that makes it possible to continue our fight," he added.

The dispute dates back to March 1958 when Chandler's, part of a national 360-store chain owned by Edison Brothers Stores, Inc., opened a new Philadelphia store. Local 76 sent a letter to the management, requesting a meeting. But,

upon the company's refusal, the union placed two pickets at the entrance of the new store with signs reading: "Chandler's Shoe Store does not observe Philadelphia Shoe Union conditions."

A meeting between Brown and the management was then quickly arranged.

Shortly after the meeting, the store, acknowledging its substandard conditions, increased wages \$5 a week and reduced hours from 44 to 40 a week. Picketing was discontinued, but resumed a year later.

A second meeting between the union and the store was then set up and Brown pointed out there that wages, hours and working conditions were still not equal to union standards. He said that the union therefore considered its duty to organize the store employees and to inform the public of Chandler's non-union status.

Picket signs identified the store as non-union and urged Chandler's employees to join the RWDSU. One sign read: "A UNION CONTRACT IS A UNION CONTRACT. RWDSU, AFL-CIO." The company cited this sign as one example of the union's "subtle" demands for recognition.

But the trial examiner held that "this sign was the poetic expression of the same argument Brown had made to the company at the 1959 meeting when he pointed out that Chandler's employees had no means by which to enforce the continuation of the company's good conditions without an enforceable agreement. As such, it also amounted to just as cogent an argument to Chandler's employees as to why it was necessary for them to reorganize."

The examiner pointed out that Chandler's itself recognized the organizational nature of the picketline when it posted a bulletin to employees stating several reasons why the company considered the unionization of its employees both "unnecessary and undesirable."

While conceding that the union "desired" recognition and a contract, the examiner added: "But recognition and a signed contract are always the ultimate objectives of any union whenever it starts an organizing campaign. Consequently, even though these were (the union's) ultimate objectives, it does not follow therefrom that they were also the immediate objectives."

The Midwest

1,800 at Post Cereals Win 11c Wage Boost



LABOR LAW CONFERENCE—RWDSU leaders of Midwestern locals gathered at Morrison Hotel in Chicago Nov. 6 and 7 to study new labor control law. Detailed analysis was conducted by Pres. Max Greenberg and Sec.-Treas. Alvin E. Heaps. Participating were Board members, International representatives and local presidents and secretaries. See back page for other photos.

Local 194 Wins Chicago's Human Relations Award

CHICAGO—The RWDSU's Local 194 will be the recipient of the City of Chicago's Human Relations Award for 1959, the only union to win this honor. '194' Pres. John Gallacher was notified last week by Mayor Richard J. Daley that the local had been designated for the award "for its outstanding contribution to human relations in Chicago."

The award will be presented at a luncheon honoring Local 194 and two other recipients. The luncheon will be held on Dec. 10 at the Palmer House and will be attended by city officials, community and labor leaders and other dignitaries.

Local 194 was singled out for the honor because of its long record of harmonious

relations, both among its own membership and in the community at large. The local's 4,000 members, who are employed at the big Campbell Soup plant here and at other food processing firms in this area, come from a wide variety of racial, religious and national backgrounds. Despite these differences in origin they have learned not only to work and live together, but have built their union into an outstanding labor organization.

BATTLE CREEK, Mich.—Some 1,800 employees of Post Cereals here received hourly pay increases of 11 cents as a result of wage negotiations between the company and RWDSU Local 374. The raises went into effect Nov. 16.

"This will boost the plant's annual payroll by a half million dollars," it was reported by '374' Pres. Forrest A. Powers.

He pointed out that the increases will bring the women workers' average hourly pay rate up to \$2.40 per hour, or \$96 for a 40-hour work week; and the men's average hourly rate up to \$2.78, or \$111.20 for a 40-hour week. Workers in Maintenance will now receive an average hourly pay of \$2.95, or \$118 for the same work week.

"And if we were to add in overtime hours," Power said, "it would bring the hourly rates much higher."

Under the contract terms, base rates are increased nine cents per hour for the 1,200 employees under the incentive plan, plus increases averaging one and eight-tenths cents per hour added to incentive earnings. The 600 employees not covered by the incentive plan receive the 11-cents increase.

All employees this year will again receive year-end bonuses, which will be 3 percent of their annual earnings. This will add to the above increases an average of seven cents per hour, Powers pointed out.

Fringes' Worth \$1 an Hour

He estimated that the long list of fringe benefits received by the employees now has an average worth of \$1 per hour above base pay. Those benefits include: hospitalization, surgical, medical and group life insurance, retirement plan, paid vacations, paid holidays, paid sick leave, Christmas gift, military leave, savings investment plan, termination and other allowances, disability insurance, tuition fees, other time off with pay, uniforms and mortality payments.

Leading the union in negotiations was Powers, aided by a committee including '374' Vice-Pres. Vernon Burrill, Fred Messner, top committeeman, women, food processing; Dwight Carpenter, top committeeman, men, food processing; Donald Cross, top committeeman, maintenance; Carl Campbell, top committeeman, Carton & Container; Bertha Cleveland, Carton & Container women's representative; Harry Hamblin and Max Engel, union time-study representatives.

Laundry Drivers Win First Pact In Columbus

COLUMBUS, O.—The first group of laundry drivers to be organized in this area won their initial union contract here when their employer, Atlas Linen & Industrial Supply Co., signed a pact with RWDSU Local 379 last month, it was reported by Int'l Rep. Gene Ingles.

The new one-year agreement provides for a \$70 weekly minimum for the 44 regular route salesmen, computed on a wage and commission basis. Probationary employees get \$65 for the first eight weeks.

Also called for in the contract are dues checkoff, modified union shop, and full grievance and arbitration procedure. Following is the yearly progression rates, including both weekly wage and sales commission.

1st year of service\$70 per week
2nd year of service\$75 per week
3rd year of service\$80 per week
4th to 7th year inclusive	\$85 per week
8th year of service\$90 per week

In addition, a commission of 8% is to be paid monthly to regular route salesmen on all business above \$3,000. Uniforms are furnished and maintained at company expense. Sick leave with pay and full monthly commission for the first two weeks of illness are also provided.

Atlas' driver-salesmen joined Local 379 last February in an organizing campaign led by Ingles, and votes for the union in an election held in June.

Their contract negotiating committee included Chairman William Jackson, William E. Neil, Wilbur E. McLane, Averille J. Bishop, Harold E. Holcomb and Donald M. Skipper.

New York & Northeast

10c Raise Settles Strike At Boston Furniture Shop

BOSTON, Mass.—Wage gains and improved welfare benefits for the members of RWDSU Local 99 were won in recent contract negotiations, it was reported by New England Joint Board Pres. Joseph H. Honan.

After a one-day strike at the Rockford Furniture Co. here, an agreement was reached at the Massachusetts Board of Conciliation and Arbitration providing for a general 10-cents-an-hour wage increase retroactive to last Aug. 1, and an additional five cents on the anniversary date.

Salesmen are to receive an advance against commissions of \$50, in addition to their weekly base pay of \$75.

Participating with Honan in settlement of the Rockford strike and in the negotiations was Shop Steward Harry Gilman.

In negotiations with the Kay Jewelry Co., the five-day 40-hour week was extended to all male employees with provision for time-and-a-half pay after 40 hours. The employer also agreed to contribute \$8 a month to the union's welfare fund, which will provide a \$1,500 death policy, up to \$50 a week in sick benefits for 13 weeks, and hospitalization, surgical

and maternity benefits.

Aiding Honan in the Kay Co. negotiations were Carl Sorin and Robert Fucile.

It was also reported that on Nov. 1, Local 610 members employed at Union News Co. locations in Boston's South Station, Back Bay, Trinity Place, Federal Street and the Airport received an additional \$1.50 a week in their pay.

Two RWDSUers Elected by L.I. AFL-CIO

GARDEN CITY, L. I.—Leaders of two RWDSU affiliates were elected vice-presidents of the newly-formed Long Island Federation of Labor, AFL-CIO, at a merger meeting here Nov. 8. They are Sol Molofsky, branch store director of District 65, and Jack Maltz, assistant manager of Local 287. Lou Tenner, business agent of Local 721, was a member of the merger committee.

WINDOW TRIMMERS UNITE IN '65', FORM BIG DISPLAY LOCAL

NEW YORK CITY—A 20-year goal has finally been achieved with the merging of an independent group of 50 free lance window trimmers in the women's and children's wear fields into the Display Local of District 65.

This brings the total of such displaymen organized by '65' in the past year to 130. They now comprise the Ladies' and Childrens' Display Guild, the largest single group of free lance displaymen in the country, it was reported by General Org. Ben Berman, leader of the drive.

Berman had been preaching unionization to these displaymen ever since the Display Local was first organized in 1937. However, no real progress was made until the early part of 1958 when a small group of these window trimmers joined District 65.

When that occurred, Berman said, a

group of about 50 displaymen in this field formed an independent union. Subsequently, the efforts of Berman, together with his team of rank-and-filers, built up the membership of the '65' group to 80. Members of this team included Roy Klapper, Abe Schechter, Jackie Fishman, Andy Abatamarco, Gaston Tenenbaum and Irving Stone.

The union's members were in constant contact with the rival group, "explaining the simple truth that disunity can cause only harm to all of the displaymen involved," Berman said.

Finally, last month, Sidney Miller, Harry Mannes, Norman Freed, Sam Polack, and other leaders of the rival group met with Berman for the purpose of arranging "an honorable and democratic merger" of the two groups.

Berman gave special credit for the success of the merger to the leaders of RWDSU Local 1102, citing Pres. Jerry Kaplan and Business Rep. Dave Silverbush, for their "helpful and encouraging cooperation."



SAVED FROM ALMOST CERTAIN DEATH due to a heart ailment, six-year-old Michael Hayes thanks Homer J. Harper, AFL-CIO Community Services representative on Birmingham, Ala., United Appeal, who coordinated blood donations and financial aid when the youngster underwent heart surgery. Michael's father, Thomas, is a member of the Steelworkers.

Southern Locals of RWDSU Study New U.S. Labor Law

BIRMINGHAM, Ala.—A two-day Southern regional meeting of RWDSU representatives to acquaint them with the provisions of the new labor control law was held here Nov. 14 and 15. Int'l Pres. Max Greenberg presided at the sessions which reviewed the new legislation in detail to insure continued smooth operation of the local unions within the limitations set by the new law.

The conference was attended by 175 RWDSU representatives from eleven states—Alabama, Kentucky, Tennessee, Virginia, North Carolina, South Carolina, Georgia, Florida, Louisiana, Mississippi and Texas.

Also attending were Sec.-Treas. Alvin Heaps, and two officers of the Alabama State AFL-CIO Council, Sec.-Treas. Leroy Lindsey and Vice-Pres. Wiley Chaffin, who is in charge of COPE activities in the state. RWDSU Exec. Vice-Pres. Ar-

thur Osman was unable to attend because of illness.

The first of the two highly informative sessions, on Nov. 14, was held for international representatives and regional directors throughout the South. The next day's meeting was for top officers of local unions. Greater understanding of the provisions of the new law and a unified viewpoint on its requirements were achieved by the conference, Asst. Area Director Frank Parker said.

He added that the conference proved to be so fruitful that other regional conferences are to be planned for the future on general union affairs from time to time as the need arises.

Negotiations Begin in Fla. With Three Citrus Plants; Talks at Pasco Set Pace

DADE CITY, Fla.—Negotiations for renewal of RWDSU contracts at three citrus fruit processing plants in central Florida, covering a total of 1,800 employees, are under way or in preparation, it was reported by Asst. Area Director Frank Parker.

The plants are Pasco Packing Co. here, with 1,300 workers, Southern Fruit Co., in Orlando, with 250, and the Plymouth Products Corp. in Plymouth, also employing about 250 workers.

At Pasco, the world's largest citrus-cannery—using one-fifth of the orange crop of the state of Florida in its operations—the latest in a series of negotiating meetings was held on Nov. 19. Local 43 is asking for substantial wage increases for all employees, and changes in the body of the contract to strengthen seniority and other clauses.

The Pasco negotiations are usually the pacesetter for contracts at the other two plants, Parker pointed out.

The union is represented in the Pasco talks by Parker, Int'l Rep. William Connell, Local 43 Pres. L. C. Chitty, and a committee of 19 employees representing all departments of the plant. The company is represented by Personnel Director Clark Ghiselin and attorney Theo Hamilton.

Two meetings in the negotiations series at Southern Fruit have taken place. Preparations are being made for the start of talks at Plymouth.

Agricultural Workers Discuss Union Drive

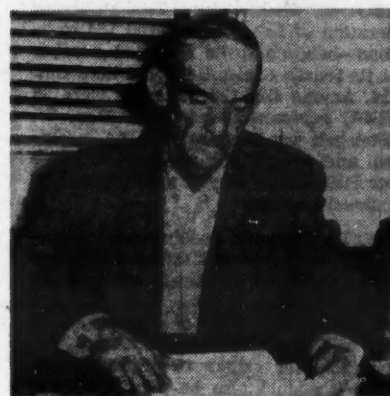
MEMPHIS, Tenn.—Campaigns to bring the benefits of trade unionism to farm workers and migratory workers across the nation won full backing as the National Agricultural Workers Union celebrated its 25th anniversary in this city last month.

Pres. H. L. Mitchell, who helped found the union in Arkansas a quarter-century ago, announced to the 300 delegates that a fresh campaign would be undertaken in the South.

Franz Daniel, assistant AFL-CIO organization director, said labor leaders "frankly have not yet learned how to organize agricultural workers." He said the federation is searching for a formula and that when found it will be broadly applied.

After the celebration a large group of farm workers from Arkansas, Alabama, Mississippi, Missouri and Tennessee met with the executive board of the NAWU with a request for immediate organization into the AFL-CIO.

Stewart Heads '261' in B'ham



GEORGE W. STEWART

BIRMINGHAM, Ala.—The Local 261 membership has elected George W. Stewart president, Velma Farmer secretary-treasurer, and Charlie Pierce vice-president, it was reported by Int'l Rep. Bill Langston.

Local 261 members scored several gains in recent contract negotiations at two companies. A long-sought goal was attained at the Strickland Transfer & Warehouse Co. for its 15 employees with coverage under the union's Health and Welfare Plan. It was agreed that the employer would contribute six cents an hour per employee weekly to the plan.

"The members are very pleased about this gain," Langston said.

The negotiating committee at Strickland was made up of James Scales, James Davis and McKinley Joyce.

A wage increase of three cents an hour across-the-board for its 70 employees was won at the Adams Bros. Produce Co. Members of the negotiating committee were Leavy Sledge, Minnie Patterson and Roosevelt Taugh.

Age Blacklist Banned in Maryland State Jobs

DOVER, Del.—Age restrictions may no longer be imposed on candidates for jobs in the Maryland State Government, Gov. J. Millard Tawes recently announced. "Employment of individuals for Maryland State jobs will be based entirely on their physical and mental fitness" up to the mandatory retirement age of 70 years, he said.

Age discrimination is also forbidden in filling Federal government jobs and in filling jobs in both public and private employment in Massachusetts, Pennsylvania, Rhode Island, New York, Connecticut and Oregon.

Robert Lee Is President Of '620A' in Decatur

DECATUR, Ala.—Local 620A of the RWDSU, composed of workers in the chicken processing industry here, held its annual election of officers and named Robert H. Lee president. Others elected were Conner Kelly, vice-president, and Louise Mills, secretary-treasurer. Executive committee members are Robert McCaghan, Otis Morgan and Elinor Parker.

Miami Warehouse Struck Over Firing of 2 Boss's Reason for Discharges—They Attended Funeral of Co-Worker

MIAMI, Fla.—Workers of the Asco Co. warehouse here, who voted for the RWDSU last month, struck on Nov. 4 for the reinstatement of two employees fired for taking time off to attend the funeral of one of their co-workers. The 16 employees had cast their ballots for Local 885 in a consent election Oct. 26 by a count of 11 to 5. One of the workers died on that day, and two leaders of the shop, Marteen Levarity and Bill Balfour, attended the funeral on Oct. 28. When they returned to work the next day, they were told they were discharged on the grounds that they had "no right to take the time off."

Int'l Rep. Harry Bush met with the warehouse supervisor the following day and obtained his agreement to reinstate the two employees. But this was countermanded by the employer 24 hours later. Further union protest proved fruitless and the workers voted to strike, walking out Nov. 4.

The union also filed charges of unfair labor practices against the company, which serves an eight-store army surplus retail chain. Picketing is taking place in front of the warehouse and the largest of its retail outlets, which is located beside the warehouse. Local 885 members are joining the Asco workers on the picket line and making contributions for strike relief.

The Federal Mediation Service has tried unsuccessfully to arrange a meeting between the company and the union.

The warehouse employees were organized in a speedy drive last month, led

by Int'l Rep. Danny Klein. First union objectives are establishment of a \$1.25 minimum wage and coverage under the RWDSU Southeastern Health & Welfare Plan.

The Last Railroad Worker

Labor troubadour Joe Glazer of the Rubber Workers has some new verses for an old song. To the tune of "I've Been Working on the Railroad," he predicted the day when there would be only one railroad worker left on the job with 50,000 vice presidents and 6,000 publicity agents accusing him of "featherbedding." The last verse goes:

*I've been switching trains and engines
All the livelong day;
All I do is push a button
And the trains go where I say.*

*I'm the only railroad worker
In the whole darn USA,
But the boss says I'm featherbedding,
I guess I'll get laid off today.*

Canada

Pay Boosts in New Pacts Cover 125 at 3 Dairies In '440' Niagara Division

TORONTO, Ont.—Pay boosts and other improvements were won for 125 members in recent negotiations between RWDSU Dairy Workers Local 440 and three plants in the Niagara Division, it was reported by Education Director Gordon Reekie, who led the talks for the union.

Sask. Convention Hits Anti-Labor Legislation

REGINA, Sask.—The Saskatchewan Federation of Labor considered 135 resolutions—believed to be a record number—at its fourth convention held here Oct. 22-24. Among the 175 delegates were 23 RWDSU representatives. Int'l. Rep. W. E. Smishek was secretary of the resolutions and steering committee. Three other RWDSUers served as chairmen of discussion groups.

CLC Pres. Claude Jodoin, guest speaker, denounced the anti-labor legislation enacted this year in Newfoundland and British Columbia.

Discussing proposals for a new political party in Canada, Jodoin said "if it was permissible for others to organize politically, it should also be permissible for Canadian workers to participate in public affairs."

A general increase of \$2.50 to \$3 was gained for the 47 workers at Borden's in Niagara Falls. Also won were a new clause providing uniforms at full company cost, and improvement in the statutory holiday schedule. Chief Steward Bob Foulis aided in the negotiations at Borden's.

At Silverwood's in St. Catharines, an across-the-board raise of \$3 and classification increases up to \$5 were won for the dairy's 49 employees. Local 440 Exec. Sec. George Ramsbottom assisted in the contract talks here.

Of the 29 employees at Sunshine Dairy in St. Catharines, the plant workers won a \$2.50 increase and the salesmen, \$2. The sick-pay plan was also improved at this plant. Aiding in the negotiations here was Chief Steward Alf Olling, who is also Niagara Division Chairman of Local 440.

60 at Fisherman's Co-op Win \$4 to \$7, Vacation Increase

VANCOUVER, B.C.—A quick settlement between RWDSU Local 535 and Prince Rupert Fisherman's Co-operative gives some 60 employees wage increases ranging from \$4 to \$7 a week, it was reported by Int'l Rep. Bud Hodgins. The speed with which this agreement was reached was in contrast to the prolonged 1958 negotiations, he pointed out.

In addition to the wage boosts, the new contract provides for four weeks' vacation after 20 years of service. The one-month vacation is believed to be another "first" in the retail food industry in British Columbia scored by the RWDSU.

The agreement was negotiated in three meetings in which "both parties made every effort to keep negotiations on a congenial level," Hodgins said.

New rate for female clerks is \$46 a week for beginners, going to \$67.25 after one year. Cashiers will receive \$75.50 and head cashier \$81.

Male clerks will receive \$55 to start and \$84 after the first year progression. Senior clerk's rate is \$95. Meat cutters will receive \$101, while the head meat cutter gets \$111. The baker's rate goes to \$94.57. Students will be paid at the rate of \$1.25 an hour.

At the same membership meeting at which the Fishermen's Co-op contract was ratified, officers of the new Executive were installed. They are Pres. D. Sanders, Vice Pres. R. Roufosse and Sec. Treas. Lou Murray.



Supper dance at Flame Supper Club in Vancouver saw large turnout of Local 535 members, some of whom are shown above enjoying the refreshments. Special guests included Bob McMasters, '535' attorney, and Secretary O'Neal of B.C. F. of L.

'535' Enjoys Gala Supper Dance

VANCOUVER, B.C.—RWDSU Local 535 held its second annual supper dance at the Flame Supper Club here recently.

Over 200 members of the local attended the fete, dining on fried chicken and dancing until "the wee hours." The energetic RWDSUers danced everything from fox trots to schottisches, minuets, and of course a hokey-pokey.

Throughout the evening, spot prizes were handed out, and four members re-

ceived beautiful serving trays.

Special guests on hand included Bob McMaster, the union's legal counsel, and P. O'Neal, secretary of the B.C. Federation of Labor.



Dancing until the "wee hours" was a feature of annual affair of Local 535. Dances were many and varied, including everything from fox-trots to the hokey pokey.

OFL Vows Labor Will Fight for Higher Standards

NIAGARA FALLS, Ont.—The responsibility of organized labor to continue its fight for higher living standards for all Canadians, both on the economic and political fronts, was reasserted by Pres. David B. Archer at the third annual convention of the Ontario Federation of Labor held here Nov. 2-4. It was one of the largest trade union conventions ever held in Canada, with 769 delegates registered.

Archer also protested the nation's heavy unemployment and high loan interest rates and pointed up the need for broadening the present provincial health services plan.

Ontario Minister of Labor Charles Daley said that as far as he was concerned, there would be no drastic change in Ontario labor legislation.

The convention recorded its strongest support for a national campaign to get rid of the anti-labor legislation in Newfoundland. IWA's Canadian Pres. Harvey Ladd called on Prime Minister Diefenbaker for an effective Bill of Rights which would protect the workers' right to belong to the union of his choice—a right which has been violated by the Smallwood anti-union legislation.

One of the most urgent of resolutions passed put the convention unanimously on record for support of

the federal and provincial civil servants in their fight for democratic bargaining rights with their respective governments.

A minimum wage of \$1.25 an hour for both men and women was also approved. It was noted that the minimum wage in Ontario today is set "at a very low

level" and covers only women.

RWDSU Canadian Director George Barlow was elected one of ten vice-presidents of the OFL. Archer was re-elected president by acclamation, and Doug Hamilton was re-elected secretary-treasurer over Stan Thornley by a vote of 559 to 93.

CANADIAN UNIONS WON'T COMPLY WITH U.S. LAW

OTTAWA (CFA)—Canadian branches of international unions have been advised by the CLC to disregard U.S. labor laws. CLC Vice-Pres. Stanley Knowles said that "any Canadian locals resisting (orders to comply with U.S. laws) have our full support."

The question arose when Canadian locals of the Teamsters were asked to comply with sections of the new U.S. Labor Control Act regarding the right of local officials to hold office.

"The U.S. government should not seek to extend the application of its law to Canadian locals," Knowles said. "For the sake of Canadian-American relations, it should take a look at this, fast."

The CLC has already moved to discuss the mat-

ter with Justice Minister Davie Fulton.

The Teamster locals so far are the only Canadian branches to receive orders of compliance. Teamster officials were asked to sign affidavits swearing that they did not contravene "section 504" of the U.S. law.

"There is no question of inability to comply with the U.S. law," another CLC official said. "It's the principle of the thing." The Teamsters in Canada are still affiliated to the CLC.

"Canadian unions operate under Canadian laws, bad as those may be," the CLC source said. "We have enough trouble defeating anti-union legislation in this country without having to comply with restrictive laws that American business has foisted on our brothers to the south."

feature Section

Will Industry Shackle U.S. Labor?

Historic Pattern of Union-Busting Revived in Employer Gang-Up

Spreading industrial disputes throughout the country may well determine what place the American workman will have in the U. S. economy in the future.

In the past few months, more than one million workers in key industries have been affected by the walkouts in steel, on the docks, glass, meat packing, copper. Critical negotiations are coming in other industries such as railroads, aluminum and canning.

Underlying these disputes are two fundamental issues:

1. Demands by management to deny workers a share in the fruits of automation and technological change.

2. Concerted moves by management to concentrate in this period of alleged anti-union climate on weakening the effectiveness of unions.

Although the money factor exists in all these disputes the sharp points of contention are usually found in the demands of management to change work rules. The reasons for this are quite apparent. Over the years trade unions have built into their contracts numerous protections for the man-on-the-job.

With the startling developments in automation and technological change, management is out to grab a lion's share of all the technological gains. Its objective: no union or a weakened union contract.

When trade unionists "point with alarm" at the forces and interests which seemingly threaten to crush their unions today they are not talking "through their hats," but with genuine knowledge and respect for history.

We may feel that we have established the right to strike, the right to join unions, the right to collective bargaining but history has shown that these rights are maintained only so long as trade unions are alert and militant in the defense of these rights.

At the end of the 19th century, for example, labor made tremendous strides in organizing new members and winning demands. This was followed from 1903 to 1908 by what historians Perlman and Taft called "the employer's mass offensive."

Open-Shop Drive of 1919

Then, during World War I, labor again made vast advances. But after the war management followed this with a belligerent movement known as the American Plan.

Immediately after the war, in October, 1919, President Wilson convened an industrial conference which could easily fit in today's setting. Represented were the public, women's groups, the U. S. Chamber of Commerce, farmers' organizations, the American Federation of Labor, the railroad brotherhoods, investment banks, the National Industrial Conference Board and the American Railway Managers' Association. The representatives were grouped into three categories, public, capital and labor.

The conference broke up when the employers demanded a compulsory open shop. Then the employers opened their massive organizational drive for the American Plan which purported to abolish the "un-American" closed shop but, as Perlman and Taft pointed out, the real objective was "the destruction of unionism. Neither effort nor money was spared by this crusade."

By the autumn of 1920 the open shop organizations covered the country. One section of the country tried to outdo the other.

The American Shipowners Association demanded of maritime unions a 25 percent reduction in wages and no overtime pay in order to meet foreign competition. The unions were forced to strike and after 52 days returned to work without an agreement. The International Seamen's Union dropped in membership from 100,000 to 18,000.

A strike against major wage cuts in the packing industry was called off by the union for lack of resources. The industry went back to the open shop.

One of the biggest attacks on unions came in the building industry. It hit particularly hard in New York, Chicago and San Francisco. In Chicago, the building trades unions were reduced to fighting one another. The open shop and wage cuts came to San Francisco.

The steel strike was crushed and the industry was open shop for the next 15 years.

Industry Opposed to Compromise

The time has advanced almost 40 years but, with the exception of particulars, the similarity with 1919 and the early 1920's appears self-evident.

More and more in our labor-management relations today management has taken the view that compromise and conciliation of differing points of view no longer should govern labor-management bargaining in the United States.

And, of course, this is seemingly encouraged by both the executive and legislative branches of our Federal government. The Secretary of Commerce, Frederick H. Mueller, says flatly that such things as the steel strike just cannot be permitted to take place. He appears unconcerned about the issues or justice. And Congress has passed a labor control bill at which many people around the country are taking a second look.

Recently, Rep. Charles A. Vanik (D. Ohio) addressed the convention of the International Chemical Workers in Cleveland. He said:

"It is my judgment that this bill, ostensibly created to eliminate and curb labor corruption, will instead prove to widen the schism between labor and management. Instead of creating an atmosphere of balance and understanding between these vital segments of the economy, it will prod them towards opposite goals. Strikes and lockouts will become more common. The productive and prosperity goals of the nation will suffer.

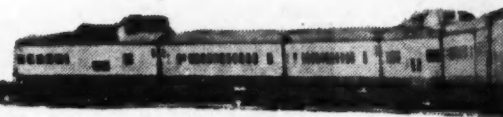
"Management has gained new and vast powers under this bill, which powers it may use selfishly or with wisdom. My fear—and my experience—is that they will be used for selfish purposes."

This is the labor-management climate of 1959—so hauntingly reminiscent of the climate of 1919.

It may be popular in some quarters to brush aside the concern of trade union leaders with the present and the future, with the growing inroads being made against collective bargaining, basic rights of labor and its ability to defend itself.

But these leaders know their history and they know that labor has no alternative but to meet the employer onslaught with rigid determination and militancy. If not, the dismal 1920's will be repeated all over again.

THE TRUTH ABOUT "FEATHERBEDDING" ON THE RAILROADS



Industry's 'Big Lie' Drive Against 850,000 Railroad Workers

By MAX STEINBOCK

When the Taft-Hartley injunction against the steel strike expires on Jan. 27, there will be another walkout of 500,000 steel workers—unless the industry undergoes a change of heart in the meantime and retreats from its present union-busting position. Should the strike begin again, the steel workers may find themselves sharing the news headlines with an even larger group of workers who are facing a nationwide strike—the 850,000 workers who man America's railroads.

The union contracts with the railroads, covering 250,000 workers who run the trains and 600,000 non-operating employees, expired Nov. 1. Negotiations under the Railway Labor Act are under way with the assistance of the National Mediation Board. If these mediation efforts fail, both labor and management are asked to submit the issues to arbitration. If either party declines, Pres. Eisenhower may appoint an Emergency Board to investigate the dispute and report within 30 days. The Board may make recommendations for settlement.

Following the Emergency Board's report, the law requires railroad managements and the unions to bargain for an additional 30 days before a strike can be called.

Will there be a strike? Certainly management's moves over the past nine months indicate that there will be—and that the railroads want a strike.

Railroads 'Indict' the Unions

These are some of the moves the railroads have made since the beginning of the year—moves which any unprejudiced observer can recognize as destructive of genuine collective bargaining:

- For nine months, a massive advertising and public relations campaign has been under way to convince the American people that railway labor "feather-bedding" is costing an alleged \$500 million a year. The industry has attacked long-established and necessary work and safety rules, and has blamed all the real and imagined ills of the railroads on the unions. This campaign, at an expense of millions of dollars, is designed to brainwash the American people in preparation for a strike.

- Nearly all of the nation's major railroads have armed themselves with strike insurance underwritten by a British firm in the Bahamas (where, ironically, labor is struggling against repressive legislation). The insurance plan would pay the railroad's fixed costs, including taxes and management salaries, if the industry were struck.

- The railroads' last "offer" to the unions before federal mediators entered the picture called for a cut in wages of 15 cents an hour, plus a reduction in fringe benefits amounting to

as much as 18 cents an hour more. This 33-cent pay cut, the railroad managements proposed, should be accompanied by changes in operating rules which would give the employers the sole right to determine which employees perform what work, and how many workers are needed.

These actions made it clear, in the words of AFL-CIO Pres. George Meany, that the railroads are seeking "to turn the clock back on the collective bargaining gains of the past half-century." Pres. Meany went on to link the railroad industry's "high-powered propaganda campaign" to the overall big business drive to take away from American workers their right to have a voice in determining their working conditions.

Industry Prepares for Strike

The big issue on which the railroads have chosen to fight their employees is "feather-bedding." The work rules embodied in union contracts, the railroads say, force them to pay a full day's pay for as little as two hours' work, compel them to keep unneeded employees on the job, to assign work on the basis of union jurisdiction and to pay other unnecessary labor costs. And, they add, railroad wages are entirely too high and should be cut. All these, the railroads say, add up to extra cost of \$500 million a year; and, their advertisements shout, "you, the public, are paying the bill."

On the surface it looks like a pretty serious indictment—the more so if you believe the railroads' claim that theirs is a sick industry which is on the verge of financial ruin. The only trouble is that the facts completely contradict the railroads' statements.

THE MYSTERIOUS \$500 MILLION: Although the Association of American Railroads keeps using this figure as the cost of "feather-bedding," it refuses to itemize or substantiate it. All the association does is repeat that this is the cost of "work paid for, but not needed or not performed." The rail unions have charged that the industry is throwing into the mysterious \$500 million the cost of vacations, sick leave, holidays and other items under the heading of "time paid for but not worked." The railroads have refused to let either the unions or the press check their figures.

THE "SICK" INDUSTRY: The old saying, "figures can't lie, but liars can figure" seems to apply to the railroads' claims on their state of financial health. Their propaganda on the vast sums of money they "lose" on commuter lines and other passenger runs cannot obscure the fact that railroads are making huge profits. Their profits in the 1950s have been over 50 percent higher than in the boom Twenties when they had little if any competition from other forms of transportation. Their profit figures for last year ran twice as high on a percentage basis as the airlines, and more than four times as high as the trucking industry. These big profits are reflected in the steadily rising prices of railroad stocks. Over the past 20 years, rails have gone up more than 400 percent, while industrial

stocks went up 350 percent and utilities 270 percent.

THE MILEAGE PAY ISSUE: The big guns of the industry are aimed at the contract provision which calls for train and engine crews to be paid on the basis of miles traveled—which incidentally is the basis for the railroads' charges to their customers. It's true that under this system train and engine crews may be paid a double day's pay for certain runs which they can complete within eight hours. But—these crews receive no pay for layover time between runs, no pay for expenses they incur for food and lodging in distant cities, no pay for standby time at terminals, no premium pay for work on Saturdays, Sundays and holidays, and no pay differential for night work. And—only a few runs on high-speed passenger lines offer train crews such extra pay.

The Federal wage-hour law does not apply to railroad employees any more than it does to retail employees. As a result, train crews can work as much as 96 hours a week at straight time pay.

Only 12% Get Mileage Pay

But even if we accept the railroads' arguments about the high cost of mileage pay—which is more than compensated for by the other factors cited above—the fact is that only 12 percent of all railroad employees receive mileage pay. Thus the industry has attacked all the railroad unions on an issue that affects only one out of every eight of its employees.

THE "UNNECESSARY" EMPLOYEES: The railroads' slick ads speak of "firemen who tend no fires and extra brakemen who handle no brakes." But the fact is that a fireman on a Diesel engine is just as essential as one on a coal-burner. The Diesel fireman is, in effect, the co-pilot. He assists the engineer, makes repairs on the engine even while the train is in motion, and performs other vital safety duties. Similarly, the brakeman, even though he no longer spins hand brakes, is essential to the safety of the train. A typical 100-car freight train is nearly a mile long and has 400 swinging brake beams, 200 air hose and 800 wheel bearings. Trouble at any one of these points must be spotted immediately or a wreck may result. But the railroads apparently would eliminate brakemen and firemen jobs and trust to luck.

"JURISDICTIONAL WALLS": Another management complaint is that the railroad union contracts require use of skilled men for certain work. The unions point out that these rules are important for safety reasons, pointing out that locomotives are "huge and complicated machines, with intricate electrical and mechanical systems. Isn't a qualified electrician the proper man to handle shop repairs on electrical circuits rather than some other worker who may have a few spare minutes on his hands?"

ARE WAGES TOO HIGH? In seeking wage
(Continued on next page)



(Continued from preceding page)

outs, the railroads are claiming that their wages are way ahead of American industry. But again, the facts show the contrary. Rail employees earn an average hourly wage of \$2.47. This is lower than the average in steel, auto and aircraft manufacturing, printing, coal mining and construction. In addition, railroad workers do not get any of the benefits that other groups enjoy, such as shift differential pay, supplemental unemployment benefits, severance pay, extra overtime and holiday pay, etc.

WORKERS' PRODUCTIVITY: The fact that finally destroys the "featherbedding" argument is the railroad workers' record of productivity. Government figures showed that railroad traffic in 1957 was 75 percent higher than in 1921—yet there were only half as many railroad workers. In the past 20 years, railroad productivity rose by over 92 percent—almost twice as high as U.S. manufacturing. Measured against such nations as Italy and Russia, U.S. railroad workers operate substantially greater rail networks with far fewer workers. The Soviet Union employs more than two million workers to staff 75,000 miles of railroad. By contrast, Class I American railroads, with 220,000 miles of line, employ less than 800,000 workers.

THE REAL FEATHERBEDDERS: While railroad workers have been compiling this outstanding record of productivity, railroad managements have been doing the real featherbedding. In 1923, there were 1,800,000 railroad employees and 16,000 railroad executives. Today, there are 850,000 employees—but there are still 16,000 executives! And these executives, through high salaries, stock option deals, lavish expense arrangements and other lucrative extras, are adding substantially to railroad operating costs.

These are just some of the answers to the propaganda barrage being waged by the railroads. There are many other facts that could be presented to support the unions' charge that the industry is waging a 'big lie' campaign on the "featherbedding" issue in order to conceal its real purpose: a defeat for labor while the Republicans are still in control of the White House. There is ample evidence that this indeed is the objective of big business throughout the country—an objective which has been sought in Congress through new restrictive legislation and in every major area of collective bargaining, such as steel, meat-packing, the docks, metal mining and now railroads.

It was for these reasons that George Meany told the railroad workers, "Your fight is my fight and the fight of all American labor."

Railroads a Gravy Train For High-Living Executives

Long before the railroads launched their "featherbedding" campaign against their workers, the late Senator Charles W. Tobey (Rep., N.H.) denounced what he called fantastic "featherbedding by railroad officials." As a member of the Senate Interstate Commerce Committee, which watches over the rail carriers, Tobey was aroused by disclosures of how top officials of the Norfolk Southern were squandering that road's money for their own enjoyment and benefit.

The disclosures were made by an Interstate Commerce Commission examiner, O. L. Mohundro, first at a hearing before the ICC in April 1952, and about a year later in a final report to the commission. His long and detailed findings boil down to this shocking story:

From 1947 to 1953 the president of the N. S. was Joseph T. Kingsley, and its board chairman was P. B. McGinnis, who previously had been a Wall Street stock broker.

The last five years of their management were covered by Mohundro in his testimony and report. During that period, he said in the report, "they collected total compensation of \$716,771 in the form of salaries, bonuses and fees from the railway and its subsidiaries.

"In addition, Kingsley and McGinnis received substantial sums for travel, living expenses, entertainment and similar items, as well as for undivulged purposes," the report continued.

"Moreover, penthouse apartments and hotels suites were maintained at the expense of the railway at five different places far distant from the line of railroad. Its funds also were used to provide President Kingsley, members of his family and friends or acquaintances, with luxurious accommodations at a leading resort hotel, with trips via commercial airlines to various points throughout the country, and to provide the principal officers and their guests with expense-free trips to the Kentucky Derby.

"President Kingsley," the report said, "appeared to have unrestricted access to the road's treasury. In two years, he took out of

it more than \$134,000 as his 'expenses.' Further, the executives used securities of the carrier as collateral for speculation on the stock market, and borrowed its funds, without paying interest, for the same purpose."

That summing up in Mohundro's final report gives only an inadequate idea of his detailed disclosures in his earlier testimony before the ICC. Here are just a couple of samples.

\$900 Fees in One Day

Five meetings of the directors of the road were held on one day, and Kingsley, McGinnis and one other director received \$900 extra money in "fees" for attending those meetings.

The railroad "furnished McGinnis with a luxurious apartment in New York, together with two private automobiles and a chauffeur. Kingsley was also provided with swanky automobiles in New York, Norfolk, Atlanta and Miami.

"Kingsley had 'expenses' of nearly \$100,000 for 1950 and 1951 alone. This included such things as apartments and hotel suites maintained in Norfolk and Virginia Beach, Va., Washington and Miami, Fla. Also, the railroad paid year-round rental for him on a 'cabana' at Miami Beach, which cost \$11,175 in 1950 and \$12,980 in 1951."

Senator Tobey chided the Association of American Railroads for not publicly condemning this costly "featherbedding by railroad officials." That's the same AAR which now is carrying on a vast publicity campaign to label rail workers as "featherbedders."

While featherbedding himself, on a royal scale, Kingsley wrote a pamphlet which was widely circulated and lauded by rail officials and Big Business men. The pamphlet contained a speech he had made before the Traffic Club of Charleston, S. C.

In that speech, Kingsley pictured business men as following "high ideals" and was very critical of labor. He said "labor leadership ought to follow the same ideals as management." How's that for hypocrisy?

There's Many A Slip

By JANE GOODSELL

The Dream: "And one final word, ladies and gentlemen! When you go into the polling booth on election day to cast your vote, you can rest assured that you will never regret placing your X beside the name of Mortimer J. Hozapple. I give you my word that I will serve each and every one of you personally to the best of my ability. The door to my office in Washington, D.C., will always be open to you and I, myself, will be readily available to lend a willing ear to your advice and your problems."

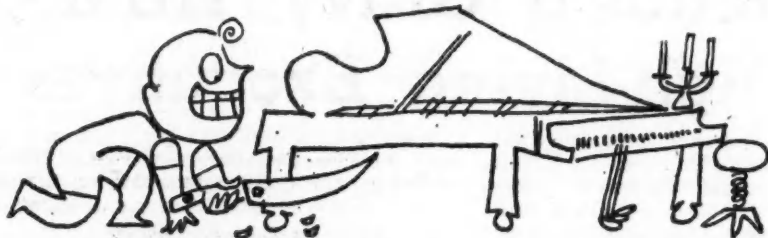
The Realization: Incomplete election returns from 431 out of 639 precincts give Herbert H. Quigley 167,938 votes, and Mortimer J. Hozapple, 93,951 votes.

The Dream: "We're planning to have two children, a boy and a girl, spaced two years apart, and we're going to name our boy John after Henry's father."



The Realization: Mr. and Mrs. Henry Burton announce the arrival of their fifth daughter, Emily Sue, born May 21 at Hillside Hospital.

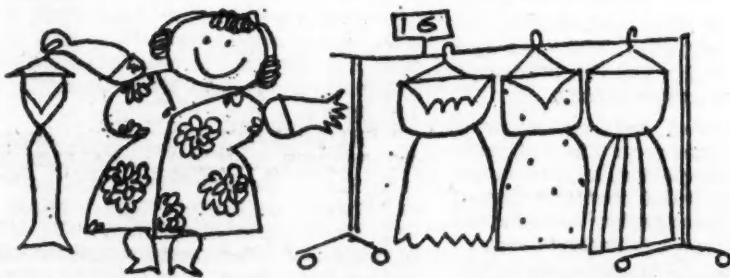
The Dream: "I'd like to look at pianos, please. I want one for an eight-year-old boy who is just starting piano lessons. Naturally, I don't want anything too expensive because he's just a beginner. I mean, I don't care about a fancy case or anything like that, but I do want a good instrument because I don't mind telling you that this boy has talent. Why, every time he goes to his grandmother's house, the first thing he does is to sit down at the piano. Maybe you won't believe this, but honestly, without ever having had a lesson, he can pick out a tune that sounds for all the world like 'London Bridge.' And there's something about the way he strikes chords that convinces me he has music in his fingertips. It's not just that I'm prejudiced. His grandmother thinks so, too."



The Realization: FOR SALE—spinnet piano, plain case, exc. tone, hardly used, just like new except initials carved into legs, very reasonable.

The Dream: "We'll get the car all packed up the night before and be all ready to roll first thing in the morning. If we set the clock for five, we ought to be on the road by six. That way we can avoid the traffic, and be in Roseburg by lunch time."

The Realization: "For the luvva Pete, how many times do I have to tell you we can't get another thing into this car! Now let's get going! Do you realize it's already 10:45, and we're still—oops! I forgot to turn off the water!"



The Dream: "I suppose I actually ought to get the size 16, but I'm on a very strict diet, guaranteed to take off four pounds a week, so I really don't see how I can go wrong getting the size 14 because I won't be wearing the dress for a couple of weeks anyway."

The Realization: "Hello, is this the alteration department? I'd like to get an appointment. I have a dress that needs letting out, and I'd like to come in this afternoon if possible."

The Dream: "And I'm going to march right in and say to him, 'J. B., if you don't give me the raise I deserve, I'm going to quit this company starting right now!'"

The Realization: "Uh—yes, Mr. Matthews, there was something I wanted to speak to you about. It—uh—well, actually I guess it isn't anything that couldn't wait, but I've been thinking about that double shipment order we got, and I was wondering if maybe I worked late this evening, we could get it out first thing in the morning instead of waiting until . . ."

—Record Drawings by Marjorie Glaubach

Science Gifts Best For Christmas

By SIDNEY MARGOLIUS
Consumer Expert for The Record

Among the busiest people in the new field of space exploration are the toy manufacturers. But it's far better for a child if you invest your gift money in genuine science equipment than in the novelty-type toys some of the large manufacturers have produced for Christmas. You can spend \$10 for the miniature rocket launcher being advertised on TV. It sounds a siren and pops a plastic projectile into the air. This is supposed to be the hottest item in the toy industry this year (from the sellers' point of view). Or you can put that money into a microscope, astronomy kit, physics kit or other science materials of more enduring interest and learning significance.

Since most of a child's playthings for the whole year will be those he gets for Christmas, test the value this way: Can you see the child playing with this item two or three months from now? Does it teach him anything about the world around him? In the case of many mechanical toys on the market, the child's interest may barely survive for weeks.

In general, prices of toys and playthings this Christmas are no higher than last, but still at record levels. One development is that competition of supermarkets and drug chains has forced some of the traditional retailers to offer more low-priced toys. Some of the dolls and other playthings sold at low prices by the big-volume retailers are relatively good values. But you have to watch quality. You can buy dolls in the big markets for as little as \$5 or less for big 20-inch models. Just make sure they are the preferred all-vinyl, are fully jointed and have rooted hair.

The real reason for the high price of toys is the high mark-ups. Manufacturers usually mark up toys approximately "four to one," as they say in the industry. A toy that costs \$2.50 to manufacture will have a retail list price of \$8.98 or \$9.98. On a toy that has a list price of, say, \$10, the retailer gets 40 percent of the retail list price and often also a ten percent advertising allowance. He thus pays \$5 for the \$10 toy. The manufacturer also pays a ten percent jobber's or sales commission. His own markup for administrative expense and profit typically may be \$1.50 of the \$10 list price. Thus the cost of distribution is about three times the cost of manufacturing the toy.

Nowadays many stores in the more-competitive urban shopping centers do give discounts of 20-30 percent on toys. If you comparison-shop you shouldn't have to pay more than \$7-\$7.50 for the toy that costs \$2.50 to manufacturer.

This department consulted experts in educational and science materials for suggestions on values in science playthings. We haven't covered the whole field by any means, but can offer these suggestions:

- Beginner's Microscope, \$7.25; Pre-Electricity Physics Lab, \$5.95; Ultraviolet Science Lab, \$11.95; Calculo Analog Computer Kit, \$16.95 (a recent award-winning kit for age 12 and up). Available in department stores and book shops or from Science Materials Center, 59 Fourth Avenue, New York 3. You can get a catalog of these and other science materials from the center. The center includes a free color spectroscope worth about \$3 with orders over \$5. In buying a child's microscope, judge quality not only by the number of times it magnifies, but by the optical clarity and mechanical performance—how well and accurately the knobs and slides move. Some microscopes sold for children claim high magnification but otherwise are poorly constructed.

- Basic Mathematics Kit, manufactured by Harvey House, \$3, is well recommended and available in many stores; age 12 up.

- Bridge-and-Turnpike Building Set: girders and panels enable young engineers to build highways with modern cloverleaves, bridges, buildings. This new building plaything is recommended by educators. Prices: \$3 to \$10, depending on number of pieces in the set and where you buy it.

- Starmaster Astronomy Set; battery-powered kit teaches identification of constellations; about \$8-\$9 in many stores.

- Girl's Lab Technician Set by Gilbert, lists at \$12.98. Manufacturers consider girls, too, potential scientists, at least for the purpose of selling playthings. The girl's set includes microscope, specimens, apparatus. Another Gilbert set with somewhat fewer extra materials but similar microscope costs about \$1 less.

In general, Gilbert science sets are considered fairly good in comparison with some of the other commercially-manufactured sets. Gilbert also has a new Physics Lab set with a list price of \$15, and a Star Finder with illuminated viewer and sky compass, listed at \$8.

- Photo-Micrography Set with Camera, by Skilcraft, has camera attached to photograph enlarged specimens for comparisons. Lists at about \$13.

- Beginner's Slide Rule with instruction book teaches youngsters how to use this engineering and math aid; \$1.25; available at local stores or Science Materials Center.

- Book Of The Month Club has a special "Young Readers" offer of telescope and junior microscope free if you buy one "Landmark" or "Allabout" book at \$1.75 each month. You can discontinue after four months; thus get the scope, microscope and four books for \$7. Application available from Young Readers of America, 345 Hudson St., New York 14.

- "Adventures in Science at the Smithsonian," a 24-page science book for junior-high students, gives information about many different sciences, 25 cents from Smithsonian Institution, Washington 25, D.C.

- Wildlife Kits, Games, such as Adventure Kits for collectors, \$2.95 from National Wildlife Federation, 232 Carroll St., N.W., Washington 12, D.C. The federation will send a list of gift ideas for both young and grownup nature lovers.

- Natural History Materials such as the famous "Pebble Pups" rockspecimen kit (\$1.25), also science books, are available from museums. The following will send price lists of rock, gem, insect, weather, shell and other collections and kits: Chicago Natural History Museum Book Shop, Chicago 5; American Museum of Natural History Shop, Central Park W. at 70th St., New York (also publishes Junior Natural History Magazine at \$1.75 for 14 months); Museum of Science and Industry, Jackson Park, Chicago 37.



Shakespeare Writes On Labor Relations

William Shakespeare died 343 years ago, but his words live on in the minds and hearts of every English-speaking person. Literally hundreds of titles of books and plays have been taken from plays and poems written by Shakespeare. Some of his lines, like Hamlet's "To be or not to be," are used in everyday speech today, as they have been for generations.

We believe that union members will be particularly interested in applying some of Shakespeare's famous phrases to the field of labor-relations. The quotations on this page, compiled by The Record's Assistant Editor Hilbert Elson, may have had different meanings when the author wrote them, but they're surprisingly appropriate when applied to relations between unions and employers today.

COLLECTIVE BARGAINING

Let every eye negotiate for itself.
And trust no agent.

Much Ado About Nothing

But in the way of bargain, mark ye me, I'll
cavil on the ninth part of a hair.

King Henry IV

TAFT-HARTLEY

The law has not been dead, though it has
slept.

Measure for Measure

HOURS OF WORK

I hope I shall have leisure to make good.

Comedy of Errors

MINIMUM WAGE

Remuneration! O that's the Latin word for
three farthings.

Love's Labor Lost

COMPANY WAGE OFFER

Our purses shall be proud, our garments poor;
For 'tis the mind that makes the body rich.

Taming of the Shrew

GRIEVANCE PROCEDURE

Things past redress are now with me past care.

King Richard

CREDIT UNION

So far as my coin would stretch; and where
it would not, I have used my credit.

King Henry IV

JOB CLASSIFICATION

'Tis my vocation, Hal; 'tis no sin for a man
to labor in his vocation.

King Henry IV

Thou art not for the fashion of these times,
Where none will sweat but for promotion.

As You Like It

HOLIDAY SCHEDULE

If all the year were playing holidays
To sport would be as tedious as to work.

King Henry IV

NON-UNION SHOP

Company, villainous company, hath been the
spoil of me.

King Henry IV

SICK LEAVE

How has he the leisure to be sick
In such a justling time?

King Henry V

MEDIATION AND CONCILIATION

Blessed are the peacemakers on earth.

King Henry VI

LEGAL STRATEGY

The first thing we do, let's kill all the law-
yers.

King Henry VI

UNORGANIZED WORKER

Having nothing, nothing can he lose.

King Henry VI

EMPLOYEE MORALE

I have had my labor for my travail.

Troilus and Cressida

EMPLOYER PROMISES

More honored in the breach than in the ob-
servance.

Hamlet

UNION MEMBER

I am a true laborer: I earn that
I eat, get that I wear, owe no man hate,
Envy no man's happiness, glad of other men's
good.

As You Like It

O how full of briers is this working-day world.

As You Like It

CONTRACT LANGUAGE

Words pay no debts.

Troilus and Cressida

PENSION PLAN

Time hath, my lord, a wallet at his back
Wherein he puts aims for oblivion.

Troilus and Cressida

STRIKEBREAKERS

Troilus and Cressida

Rubbing the poor itch of your opinion,
Make yourselves scabs.

PROFIT SHARING

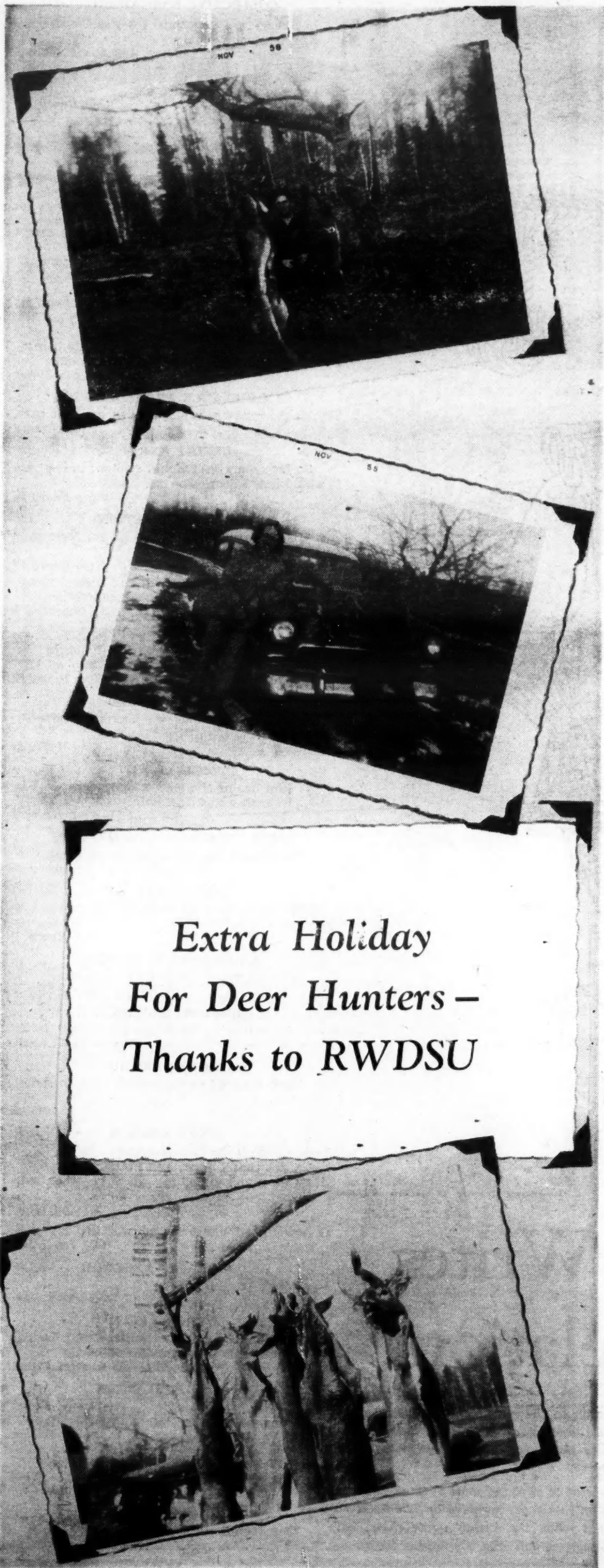
The gods sent not corn for the rich men only.

Coriolanus

ORGANIZING PLEDGE

One for all, all for one we gage.

Pericles



Extra Holiday For Deer Hunters — Thanks to RWDSU

In the early afternoon of November 26, about 250 members of the RWDSU Food Workers Union Local 530 assemble in a richly wooded area on the outskirts of Fremont, Michigan for the start of their first full Thanksgiving weekend of deer hunting.

In previous years, the big shooting fraternity among the 800 employees of Gerber Baby Foods had to go back to work, like the others, on the Friday after their annual organized hunt on the Thanksgiving Thursday. But, thanks to their sporting union, they will now enjoy four uninterrupted days of trying to bag the elusive buck.

It was all arranged last Spring in contract negotiations, Local 530 Pres. Bob Harvey recalled. The union had asked for a seventh paid holiday, which, according to the proposal, was to be split between half-days on Christmas Eve and New Year's Eve. But the company, while agreeing to the seventh-holiday principle, held that production would be disrupted on such a schedule. From this point, it was agreed to make it the day after Thanksgiving.

"And what a bonus that turned out to be for us—especially for the deer-hunters in the union," Harvey said. "Giving us Nimrods a four-day weekend at the height of the deer-hunting season! We just couldn't be more pleased."

Here in Michigan, the season runs from November 15 through the end of the month. Thus the long Thanksgiving holiday weekend for Gerber's employees permits a bang-up climax to all the shooting.

A non-hunting man in this country is rare. Of the 300 male workers at Gerber's, almost 80 percent—about 230—take part in the sport. And there are 25 Dianas among the 500 women at the plant.

Best Hunting Grounds

The environs of Fremont in Newaygo County in west central Michigan contain some of the best deer-hunting grounds in the entire state. No wonder the big organized hunt Thanksgiving afternoon has long been almost as much of a tradition here as the Thanksgiving feast.

Groups of hunters get together in the studded, farm-wooded areas, which are surrounded by section roads one mile apart. Some of the hunters take stands on deer runways, while others beat their ways across the woods in the hope of getting jump shots. The latter also serve by occasionally scaring deer right into range of one of the stand hunters.

"This generally leads to lots of shooting," said Harvey. "You can be sure there are also lots of misses. But occasionally there's a hit, and a buck is taken. Another thing that's plentiful are the laughs—usually at the other guy's expense. . . . It all assures an evening full of varied deer stories."

Many of the union's hunting members don't like shooting too close to home, Harvey pointed out. So those with vacations coming up during the season take off in cars, trailers and busses for sites up and down the deer country. Among these is Int'l Rep. Jack Kirkwood, who went into action the first week of the season from his hunting base at Bill's Lake, 20 miles from town.

Only about one in four bring home the buck.

"That may not be such a high success ratio," Harvey said, "but that's part of the sport. The unsuccessful hunters always return with that look of determination that says, 'I'll outsmart Mr. Buck next year.' And the successful ones have a gleam in their eyes that seems to say, 'I'll do it again next year, too!'"

But buck or no buck, there's a special gleam in the eyes of all Local 530 members this year that issues directly from the happy holiday addition in their RWDSU contract.



LOCAL 530 HUNTING ALBUM—Top: Richard Shine with deer he killed in last year's hunt. Center: Shirley Wilkinson and her son with buck she shot near Gerber's plant. Bottom: Five carcasses bagged by '530' Nimrods. This year's bag will be even greater, thanks to extra holiday won by the union in contract with Gerber's Baby Food Co.

lighter side of the record

Menu Item

Holdup to owner of a Chinese restaurant:
"Give me everything in the cash register."
Owner, beaming: "To take out?"

And Then . . .

"Would you mind repeating what you said?" asked the psychiatrist of his new patient.

"I said," yelled the man, "that for some reason nobody seems to like me! Why don't you pay attention, you thimble-brained fathead!"

In Short

Overheard in a Hollywood restaurant: "He's got that indefinable something—nothing!"

A Beverly Hills shop is featuring an "Undo-it-Yourself Kit"—for people who goofed.

Raving beauty—Girl who finishes last in a beauty contest.

High fidelity: Two drunks swearing eternal allegiance.

Homely Homily

"Two heads are better than one."
"Except of course on a glass of beer."

Strong Feeling

Wife: "I'm terribly worried, my husband thinks he is a horse."

Psychiatrist: "I believe I can cure him, but it will take quite a lot of money."

Wife: "Oh, money is no object, doctor. He just won the Belmont Stakes."

Definition

A conservative is a man who will not look at the new moon, out of respect for that 'ancient institution,' the old one.

Can't Be

Discussing his tennis techniques, a stout, bald man panted, "My brain immediately barks out a command to my body. 'Run forward, but fast!' 'Start right now! Drop the ball gracefully over the net and then walk back slowly!'"

"And then what happens?" he was asked.

"And then," replied the stout man, "my body says, 'Who—me?'"

Poor Spelling

"Good heavens! How terrible!" cried the professor, as he finished reading the note left behind by his daughter who had run away.

"Why, whatever's the matter, dear?" asked his wife. The professor handed her the letter.

"So she's eloped with that railroader," was the wife's calm comment. "Well, I can't say it's a complete surprise."

"But she's spelled 'eloped' with two l's!"

Wise Guy

1st Truck Driver: "While they're unloading us, let's eat."

2nd Truck Driver: "Where are we going to eat?"

1st Truck Driver: "Let's eat up the street."

2nd Truck Driver: "Naw, I hate asphalt."

Pay Later

Employer: "We can pay you seventy dollars a week now, and seventy-five dollars a week in six months."

Applicant: "Thank you. I'll drop back in six months."

Modern Education

"What did they teach you today?" the mother asked her little son after his first day at school.

"Not much," he replied, "I've got to go back again tomorrow."

"Do Like He Done"

A letter, obviously written by an illiterate salesman to the manager of his home office, read as follows:

"Dear Boss: I just seen this outfit which ain't never bought a dime's worth of nothing from us and I sole them a couple hundred dollars worth of guds. I am on my way to Chawgo."

Two days later a second letter arrived:

"I cum here and I sole them 40 thosend dollars worth."

Both letters were posted on the bulletin board with this note from the president:

"We been spendin too much time hear trying to spel, instead of sel. Let's watch those sails. I want everybody should reed these letters from G . . . who is on the rode doin a grate job and you should go out and do like he done."

Quite Small

An undersized husband was endeavoring to intimidate his wife. "I warn you," he raged, "don't raise the animal in me."

"That's all right," replied the wife, "I'm not afraid of mice."

Not Yet But Soon

"There's nothing like getting up at 6 a.m., taking an ice cold shower, and running a mile before breakfast."

"How long have you been doing this?"

"I start tomorrow."

Full Measure

"I always believe in weighing my words before speaking," said Mrs. Hobson.

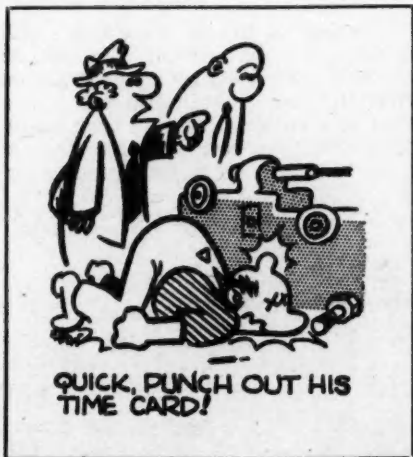
"And you don't give short weight, either," said her husband.

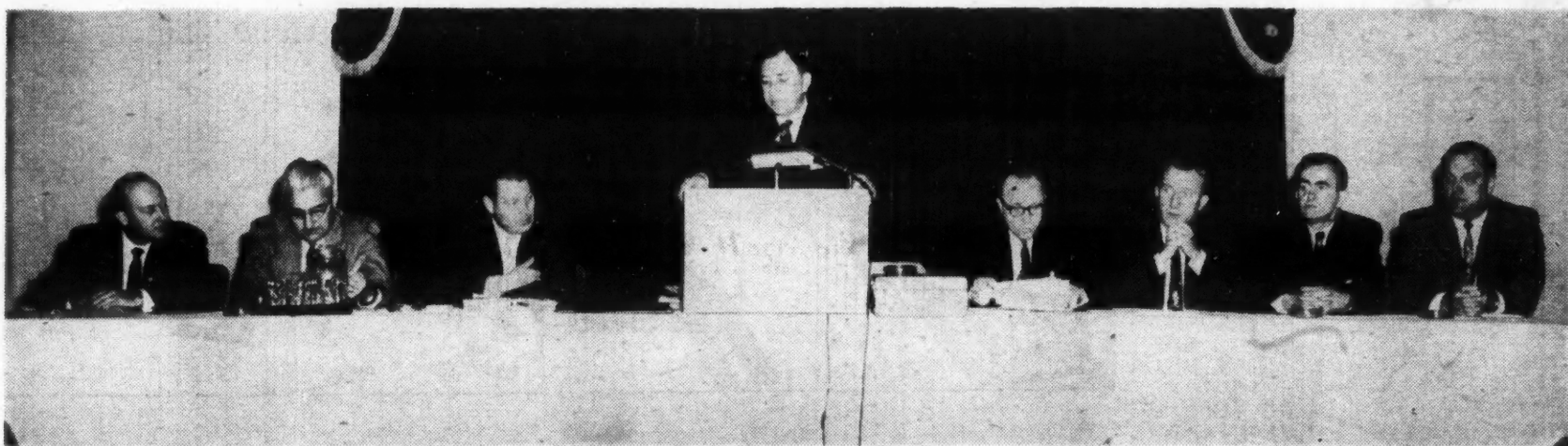


"Hello, Frisby! Still wasting company stationery, I see . . ."



The pretty face and legs belong to Mary Moore, appearing in ABC-TV "Bourbon Street Beat."





Midwest conference on new labor law was attended by more than 100 RWDSU leaders from ten states. Part of audience is shown in top photo. Above, Pres. Max Greenberg chairs session. With him at head table are, from left: Vice-Pres. John Capell, Regional Dir. Al Evanoff, Sec.-Treas. Alvin E. Heaps, Regional Dir. Gerald Hughes, and Vice-Presidents John Kirkwood, John Gallacher and Henry Anderson.

Midwest Leaders of RWDSU Confer on Labor Law

The second in a series of RWDSU regional conferences on the new labor control law was held Nov. 6 and 7 and was attended by more than 100 leaders of locals in ten Midwestern states. Pres. Max Greenberg, who chaired the two all-day sessions, and Sec.-Treas. Alvin E. Heaps conducted a detailed analysis of the Landrum-Griffin law and its effect on local unions.

The first of the two sessions was attended by RWDSU Board members, regional directors and international representatives. On the second day, this group was joined by the presidents and secretaries of RWDSU locals in Illinois, Indiana, Ohio, Michigan, Nebraska, Western Pennsylvania, Missouri, Iowa, West Virginia and Wisconsin.

The following week, two similar meetings were held for the New England and Southern sections of the union. The New England meeting, held in Boston and attended by local leaders from Connecticut, Rhode Island, Massachusetts, Vermont and New Hampshire, was conducted by Exec.

Sec. Jack Paley and Exec. Vice-Pres. Alex Ball on Nov. 13 and 14. On Nov. 14 and 15, Southern leaders attended a meeting in Birmingham which was led by Greenberg and Heaps. (See Page 7 for details.)

At all the meetings, the information and recommendations developed at last month's lawyers' conference and area meetings in New York were conveyed to those attending. The new law's timetable, which sets various dates for compliance under the different sections of the act, was presented to the local leaders. This was followed by a section-by-section discussion of the law, with ample opportunity for questions and discussion.

Typical of the response expressed by local officers was the reaction of one Midwestern leader who said, "This was one of the most valuable meetings I have ever attended. Although we had a vague idea before of what the Landrum-Griffin bill was all about, I now feel that I know what its effects on my local are likely to be—and what we should do about it. All of us now realize that the law affects us directly and that we have some immediate responsibilities to carry out under it."